

Message Text

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PAGE 01 ADDIS 01927 01 OF 02 271416Z
ACTION AF-10

INFO OCT-01 ISO-00 SS-15 SP-02 NSC-05 SIG-03 MMO-04
PER-05 A-01 EB-08 COME-00 OC-06 CCO-00 CIAE-00
INR-10 NSAE-00 ABF-01 /071 W
-----070043 271444Z /50

R 271244Z APR 78
FM AMEMBASSY ADDIS ABABA
TO SECSTATE WASHDC 8205

UNCLAS SECTION 1 OF 2 ADDIS ABABA 1927

E.O. 11652: N/A
TAGS: OGEN
SUBJECT: FY 1978 GOALS/OBJECTIVES AND RESOURCES
MANAGEMENT (GORM) PROCESS

REF: STATE 063477, STATE 081658

FROM ZBB - 1

TOTAL U.S. PERSONNEL - 24#

TOTAL FSL - 81

TOTAL PERSONNEL RESOURCES - 105

A. PACKAGE I EQUALS 95

B. PACKAGE II EQUALS 5

C. PACKAGE III EQUALS 5

#AMERICAN COMPLEMENT DIFFERS FROM CURRENT LEVEL
GIVEN STATE 085740 BY AMBASSADOR AND SECRETARY
POSITIONS AUTHORIZED STATE 081658.

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FROM ZBB - 2 - FY -1980 PERSONNEL RESOURCES WORKSHEET

FY-1978 PACKAGE I

AMER. AMER. AMER. AMER.
FUNCTION OFF. STAFF FSL OFF. STAFF FSL

EXEC.	2	2	-	2	1	-
POL/LABORM4		1	1	4	1	-
E/C	2	1	3	2	1	3
CONS	2	-	2	2	-	2
ADMIN	5	5	75	5	4	68
TOTAL THIS						
PACKAGE	15	9	81	15	7	73
CUMULATIVE						
TOTAL	15	9	81	15	7	73

PACKAGE II PACKAGE III

EXEC.	-	1	-	-	-	-
POL/LABOR 0	-	-	-	-	-	-
E/C	-	-	-	-	-	-
CONS	-	-	-	-	-	-

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ADMIN	-	-	4	-	1	4
TOTAL THIS						
PACKAGE	-	1	4	-	1	4
CUMULATIVE						
TOTAL	-	1	4	-	1	4

FORM ZZ8-3

1. DECISION UNIT: ETHIOPIA

2. PACKAGE I OF III

3. ACTIVITY DESCRIPTION: AS DEPARTMENT IS AWARE, THE EMBASSY'S AMERICAN STAFF WAS CUT 50 PERCENT IN 1977 AT THE REQUEST OF THE ETHIOPIAN GOVERNMENT, AND 5 USG AGENCIES WERE CLOSED DOWN COMPLETELY. THIS ARBITRARY REDUCTION FORCED US MORE OR LESS TO FIT GOALS AND OBJECTIVES TO PERSONNEL RESOURCES RATHER THAN THE OTHER WAY AROUND. WE HAVE BEEN ABLE TO CARRY OUT ALL NECESSARY FUNCTIONS WITH REDUCED STAFF, BUT

CANNOT RECOMMEND FURTHER REDUCTIONS IN THE POLITICAL, ECONOMIC OR CONSULAR SECTIONS. WE THINK WE COULD COMBINE SECRETARIAL EFFORTS IN THE EXECUTIVE AND POLITICAL SECTIONS IN ORDER TO ELIMINATE ONE STAFF OFFICER SECRETARY POSITION. IN THE ADMINISTRATIVE SECTION, WE HAVE THREE C&R OFFICER POSITION. IF REDUCED BY ONE, WE WOULD PROBABLY HAVE ENOUGH PERSONNEL TO HANDLE THE ACTUAL C&R LOAD, BUT WOULD HAVE NO BACK-UP FOR COURIER EXCHANGE IF ONE OF THE REMAINING TWO BECOME ILL. WE COULD, HOWEVER, SUBSTITUTE PERSONNEL FROM OTHER SECTIONS TO CARRY OUT COURIER EXCHANGES. FSL CUTS IN THE ADMINISTRATIVE SECTION COULD BE ABSORBED THROUGH TRANSFER TO NON-PERSONAL SERVICES CONTRACT. THIS WOULD BE DIFFICULT

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FROM THE HUMANITARIAN POINT OF VIEW, HOWEVER, SINCE MOST OF OUR REMAINING FSL STAFF SUBSCRIBE TO THE CIVIL SERVICE RETIREMENT PLAN WHICH WOULD HAVE TO BE TERMINATED IF TRANSFERRED TO CONTRACT STATUS.

4. RESOURCE REQUIREMENTS:

	FY-1980			
	FY-78	FY-79	THIS	CUMUL.
			PCKG.	
OFFICERS	15	15	15	15
STAFF	9	9	7	7
FSL'S	81	81	73	73
TOTAL	105	105	95	95

5. IMPACT ON CURRENT U.S. POLICY GOALS, OBJECTIVES, AND ESSENTIAL ACTIVITIES:

AS EXPLAINED IN PARA 3, WE HAVE ALREADY ADJUSTED POLICY GOALS AND OBJECTIVES TO MEET REDUCED STAFFING. FURTHER REDUCTIONS PROPOSED IN THIS PACKAGE WOULD NOT AFFECT THOSE AIMS, BUT WOULD INCREASE WORKLOAD AMONG SECRETARIAL AND C&R PERSONNEL, PERHAPS CONTRIBUTING TO MORALE PROBLEMS AND CERTAINLY INCREASING PAYMENT FOR OVERTIME. IF HUMANITARIANISM IN OUR WORLD-WIDE FOREIGN POLICY STATURE IS A GOAL, AS SEEMS THE CASE, FSL CUTS WOULD HAVE AN ADVERSE EFFECT ON THAT GOAL FOR REASONS STATED IN PARA 3.

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ACTION AF-10

INFO OCT-01 ISO-00 SS-15 SP-02 NSC-05 SIG-03 MMO-04

PER-05 A-01 EB-08 COME-00 OC-06 CCO-00 CIAE-00

INR-10 NSAE-00 ABF-01 /071 W

-----070119 271444Z /50

R 271244Z APR 78

FM AMEMBASSY ADDIS ABABA

TO SECSTATE WASHDC 8206

UNCLAS SECTION 2 OF 2 ADDIS ABABA 1927

FROM ZBB - 3

1. DECISION UNIT: ETHIOPIA

2. PACKAGE II OF III

3. ACTIVITY DESCRIPTION: RESTORATION OF THE
SECRETARIAL POSITION AND FOUR FSL'S IN THE
ADMINISTRATIVE SECTION WOULD VASTLY IMPROVE
THE WORKLOAD SITUATION AND REDUCE COSTS.

4. RESOURCE REQUIREMENTS: FY-1980

FY-78 FY-79 THIS PCKG. CUMUL.

OFFICERS	15	15	1	15
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STAFF	9	9	1	8
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FSL'S	81	81	4	77
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TOTAL	105	105	5	100
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5. IMPACT ON CURRENT U.S. POLICY GOALS, OBJECTIVES,
AND ESSENTIAL ACTIVITIES:

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AS EXPLAINED IN PACKAGE I, THE PRIMARY IMPACT OF FURTHER REDUCTIONS IN PERSONNEL AT THIS POST WOULD BE UPON WORK-LOAD, MORALE AND HUMANITARIAN CONSIDERATIONS. IMPROVEMENT IN ALL THESE AREAS BY REDUCING POSITION CUTS FROM TEN TO FIVE COULD NOT HELP BUT HAVE BENEFICIAL RESULTS AT WHAT MUST BE CONSIDERED ONE OF THE MORE DIFFICULT POSTS IN FOREIGN SERVICE.

ZBB - 3

1. DECISION UNIT: ETHIOPIA

2. PACKAGE III OF III

3. ACTIVITY DESCRIPTION: ALL ACTIVITIES CURRENTLY CONDUCTED BY THE EMBASSY WOULD CONTINUE AS BEFORE.

4. RESOURCE REQUIREMENTS:

FY-1978

	FY-78	THIS FY-79	PKG.	CUMUL.
OFFICERS	15	15	-	15
STAFF	9	9	1	9
FSL'S	81	81	4	81
TOTAL	105	105	5	105

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5. IMPACT ON CURRENT U.S. POLICY GOALS, OBJECTIVES AND ESSENTIAL ACTIVITIES:

WHILE ACTIVITIES AT THIS LEVEL WOULD CONTINUE ON A NORMAL BASIS, IT GOES WITHOUT SAYING THAT FUTURE POLITICAL BASIS, IT GOES WITHOUT SAYING THAT FUTURE POLITICAL DEVELOPMENTS BETWEEN ETHIOPIA AND THE U.S. WILL CONTROL ANY READJUSTMENTS IN PERSONNEL

RESOURCES BETWEEN NOW AND THE END OF FISCAL YEAR 1980.

NARRATIVE SECTION

WE ARE SATISFIED THAT OPERATING EXPENSES FOR ACTIVITIES OTHER THAN PERSONNEL COMPENSATION ARE REASONABLE AT PRESENT LEVELS IN ORDER TO ACCOMPLISH OUR GOALS AND OBJECTIVES. CERTAINLY THERE ARE NO GREAT FUNDING SURPLUSES WE NEED TO BE CONCERNED ABOUT. THIS POST MAY BE SOMEWHAT UNUSUAL, IN THAT THE COMMERCIAL LIBRARY, ALL OFFICES AND THE AMBASSADOR, DCM, POLITICAL COUNSELOR AND FIVE STAFF RESIDENCES ARE LOCATED ON GOVERNMENT-OWNED PROPERTY. IF WE ARE TO CONSIDER REDUCED FUNDING BELOW FY-78 LEVELS FOR THE COMMERCIAL LIBRARY, OFFICE SPACE AND SOME RESIDENTIAL SPACE, WE ARE TALKING ABOUT FEWER PUBLICATIONS, THUS AFFECTING PROGRAM OPERATING IN THE ECONOMIC SECTION, AND DOING WITH LESS ELECTRICITY, WATER AND MAINTENANCE AND REPAIR. WE WOULD BE FACED WITH THE SAME SITUATION FOR LEASED HOUSING, IN THAT THEY ARE ALL OWNED BY THE ETHIOPIAN GOVERNMENT. THERE IS NO LATITUDE FOR RENTAL REDUCTION OR SECURING ALTERNATE PROPERTY DUE TO THE ALREADY EXTREME SHORTAGE OF HOUSING IN THE CITY.

WE HAVE NO PLANS FOR UNUSUAL EQUIPMENT PURCHASE AND CONSIDER FUNDING FOR ADMINISTRATIVE OPERATIONS
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WITHIN MINIMUMS NECESSARY FOR TOTAL MISSION SUPPORT. WE DO NOT HAVE CONSULAR AUTOMATION OR CONSTITUENT POSTS, CONGEN ASMARA HAVING BEEN CLOSED IN 1977. WE THEREFORE CANNOT RECOMMEND SUBSTANTIAL ECONOMIES BELOW CURRENT OPERATING LEVELS ADJUSTED FOR INFLATION. BY THE SAME TOKEN, DUE TO UNCERTAINTIES IN THE FUTURE OF DIPLOMATIC RELATIONS BETWEEN ETHIOPIA AND THE U.S., WE CANNOT RECOMMEND INCREASED FUNDING FOR PRESENT PURPOSES. ONE POSSIBLE AREA FOR FUTURE REDUCTION MIGHT BE IN REPRESENTATIONAL FUNDING. WE ARE RELUCTANT TO SO RECOMMEND AT THIS TIME, HOWEVER, UNTIL THE ISSUE OF A NEW U.S. AMBASSADOR TO ETHIOPIA IS RESOLVED.

PART II OF GORM SUBMISSION FOLLOWS SEPTTEL.
MATHERON

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Decaption Note:
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Disposition Approved on Date:
Disposition Case Number: n/a
Disposition Comment:
Disposition Date: 01 jan 1960
Disposition Event:
Disposition History: n/a
Disposition Reason:
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Document Unique ID: 00
Drafter: n/a
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Litigation Codes:
Litigation History:
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